

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on 27 September 2006.

PRESENT: Councillor Ferrier (Chair), Councillors McIntyre and A E Ward.

OFFICIALS: J Bennington, D Jackson, R G Long and R Winship (observer).

**** ALSO IN ATTENDANCE:** Appellant and J Lodge plus witnesses.

**** APOLOGIES FOR ABSENCE** were submitted on behalf of Councillors Rooney and P Thompson.

**** DECLARATION OF INTERESTS**

No declarations of interest were made at this point of the meeting.

**** EXCLUSION - PRESS - PUBLIC**

ORDERED that the press and public be excluded from the meeting for the whole of the business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 12A of the Local Government Act 1972 and that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

APPEAL - CASE REFERENCE AD/4/06

The Committee considered case reference AD/4/06 regarding an appeal against dismissal. The Appellant had been dismissed on the grounds that they had not completed the required training and development in accordance with the Council's contract and terms and conditions.

Details of the procedure to be followed for the meeting together with a statement of case, which had been prepared by the Service Area's representative and a copy letter submitted as evidence on behalf of the Appellant had previously been distributed.

The Service Area representative presented the Council's case and together with a witness clarified the position and responded to questions posed by the Legal representative, Appellant and Members of the Committee.

The Appellant presented the case and together with two witnesses clarified the position and responded to questions posed by Members of the Committee, Legal and Service Area representatives.

Following the summing up of the cases all withdrew from the meeting with the exception of Members and the Legal, Human Resources and Governance representatives whilst the Committee considered the evidence received.

The Committee recalled the above representatives into the meeting to clarify a specific point arising from the subsequent deliberations, following which the representatives were asked to withdraw from the meeting whilst the Committee determined the appeal.

The Appellant and Service Area representatives returned to the meeting room for the announcement of the Committee's decision.

ORDERED that on the evidence presented the Committee concluded that the appeal should be upheld and the Appellant reinstated.